

## **Tender Education and Arts**

### **Trustee Report and Accounts**

**Year Ending: 31 March 2025**

**Company Number: 04627846**

**Charity Number: 1100214**





## INTRODUCTION

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## Structure, Governance and Management

**Tender Education and Arts (trading as Tender)** is governed by an elected Board of Trustees. The Board of Trustees is elected annually at the Annual General Meeting. Retiring members are eligible for re-election. The Board meets four times per year, with additional meetings scheduled when the company requires greater direction or support.

The Board of Trustees has legal, financial and fiduciary duties under Company Law and Charity Law, and responsibilities for ensuring that the organisation complies with the conditions placed on grants from public and other funders. The Board also has responsibilities for the organisation's strategy. Although the ultimate responsibility lies with the Board, the daily operational management of many of these duties is delegated to the Chief Executive Officer and her staff.

## Policies and procedures for induction and training of Trustees

All new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and, in particular, to be informed of:

- The obligations of Trustees and be given a copy of the Tender Trustees Code of Conduct
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles of Association
- Resourcing and the current financial position
- Key objectives and future strategic directions



The Charity Commission outlines four clear expectations for Trustees:

- Provide a safe and trusted environment. Safeguarding involves a duty of care to everyone who comes into contact with the charity, not just vulnerable beneficiaries like children and young people
- Set an organisational culture that prioritises safeguarding, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately
- Have adequate safeguarding policies, procedures and measures to protect people and make sure these are made public, reviewed regularly and kept up to date
- Handle incidents as they arise. Report them to the relevant authorities including the police and the Charity Commission. Learn from these mistakes and put in place the relevant mechanisms to stop them happening again

All Trustees are required to hold an enhanced DBS (Disclosure and Barring Service), which is renewed every two years in line with Tender's safeguarding policies and protocols, or they must be signed up to the DBS Update Service. They should undertake safeguarding training every 2 years, attend Tender's "basic awareness of domestic abuse training", read "Keeping Children Safe in Education" by the Department for Education and we aim to ensure they visit a Tender project once a year when possible.

## **Key Management Personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director/trustee (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are its directors/trustees, the Chief Executive Officer (CEO), the Chief Operating Officer (COO), the Finance Director, Development Director and the Director of Services. The directors/trustees are not remunerated, and remuneration of the CEO is set by the Board of Trustees.

## OBJECTIVES

The summary objectives of the charity under its Memorandum of Association are:

1. To advance the education of the public about the violence and abuse perpetrated against women and young people.
2. To meet the needs of women and young people who have been subject to violence and abuse.

## Public Benefit

Tender ensures that all its charitable activities focus on young people's needs and young people are involved in guiding our work. This includes advancing the direction of Tender's education programmes, supporting the organisation's operations and contributing to Tender's governance. We have due regard to the guidance issued by the Charity Commission.



*"Working with you and Tender has been an absolute dream.  
[Our work together] has definitely given hundreds of children the tools  
to ensure their relationships are safe and joyful." - Teacher*



## Tender Strategy 2023-26

In 2023 Tender launched its three-year strategy, including an agreed core purpose and values, strategic objectives for 2023-26, and an organisational structure and management framework to support the achievement of Tender's strategic objectives.

In this second year of the three-year strategy we aimed to effect change through four streams of work:

- **Influencing** policy change and establishing a collective commitment to preventing abuse
- **Delivering** ongoing prevention work to equip young people with the skills and knowledge to have healthy relationships in our existing and new areas of activity
- **Innovating** by developing programmes for younger years, including Key Stage 1, and harnessing technology to increase our reach and create greater value for money propositions
- **Evidencing** "what works" to prevent domestic abuse and sexual violence

### Key deliverables:

- We continued to deliver our established portfolio of services, reaching more young people and adults in our core regions of the UK, as well as expanding into new regions
- We began development of an innovative Healthy Relationships project for Key Stage 1 pupils (aged 5-7), to be piloted in 25-26
- We reached more young people in specialist settings and with special educational needs, including developing our technology-based product for neurodivergent young people, Relationship Goals, with the programme being delivered for the first time in our West and North regions
- We supported more educational settings across all four regions to achieve Healthy Relationships certification through participation in our whole setting approach programme, RE:SET
- We supported adults in educational settings and other youth settings (e.g. youth groups, church groups, third sector organisations) to develop the knowledge and skills to prevent unhealthy relationships and support young people for whom they have responsibility
- We increased the type and breadth of workplace training projects we delivered (with either a workplace culture or domestic abuse focus), to create a broader network of supporters to amplify our influencing work.



- We continued to embed consistent and robust monitoring, evaluation and learning frameworks across all Tender's programmes, ensuring outcomes are effectively used in the development of Tender's curriculum
- We maintained our commitment to organisational effectiveness and sustainability in order to ensure an effective operational structure to deliver the key activities listed above. We focused on strengthening seven key building blocks, which are detailed over the course of this report: communications; people and culture; diversity, equity and inclusion; curriculum; fundraising; technology; and Youth Board.

More information on all these deliverables is detailed below in the report.

## ACHIEVEMENTS AND PERFORMANCE

This year we have continued to refine our monitoring and evaluation framework to ensure we consistently measure our impact, mapped against our mission, strategic outcomes and strategic priorities through a theory of change, building a robust evidence base to develop our own research outputs and encourage policy change.

In 2024-25 we are proud to have reached:

**13,738 children and young people beneficiaries, directly** through workshops and projects lasting one hour or more, such as enrichment day sessions and (our most commonly delivered) 2-day Healthy Relationships projects

**12,376 children and young people beneficiaries, indirectly** through assemblies, peer-led presentations and teacher-led workshops

**5,280 adult beneficiaries, directly** through adult training sessions

**1,421 adult beneficiaries, indirectly** through information sessions and workshops

	2024/25	2023/24
Number of projects, training sessions and events delivered by Tender	494	391
Total number of young people who participated in Tender's projects	26,114	27,548
Total number of adults who participated in Tender's trainings	6,701	7,177
<b>TOTAL BENEFICIARIES</b>	<b>32,815</b>	<b>34,725</b>

Although we delivered more projects overall, the number of beneficiaries reached in Financial Year 2024/25 is slightly lower than in 2023/24 due to a number of factors:

- The VRU-funded RE:SET INS programme (which accounts for a large proportion of beneficiaries) transcends several financial years and therefore the number of beneficiaries fluctuates over the 3-year period of funding. Last year's beneficiary numbers for RE:SET were particularly high due to one cohort of schools finishing and another two starting.
- We have delivered more Specialist Provision projects this year, which reach a smaller number of beneficiaries per project.
- The Mayor of London's Toolkit programme had high attrition rates, meaning we delivered a lot of sessions (hence the increase in total number of projects/trainings delivered this year) but with relatively low beneficiary numbers.
- We didn't receive funding to deliver the full number of 2-day Healthy Relationships projects we had aspired to this year.

Over the coming Financial Year (25-26) we have plans to increase the overall number of projects, particularly RE:SET, subject to funding. We therefore anticipate a rise in overall beneficiaries reached.



### Outcomes data:

The following figures are from the data we have collected in this academic year (September 24-March 25), as we routinely refine and edit our survey tools over the school summer holidays. Going forward, we aim to build a picture of the feedback year-on-year, making fewer changes to the ways we gather data.

As a result of taking part in a 2-day/10-hour healthy Relationships project:

- **89%** primary school students demonstrated knowledge of healthy and unhealthy behaviours
- **71%** secondary school students could evidence conflict resolution skills
- Secondary school students showed a decrease in victim-blaming attitudes, with **79%** disagreeing with the statement 'people who stay in abusive relationships are partly to blame for the abuse' after the project, compared with 63% beforehand – a 16% decrease.
- **74%** students in specialist settings demonstrated an increase in empathy

As a result of taking part in the RE:SET whole school approach programme:

- **91%** primary school students demonstrated knowledge of the role of power and control in relationships
- **86%** students had knowledge of the gendered nature of abuse, in comparison to 61% before the project (a 25% increase)

As a result of taking part in Tender's adult training sessions:

- **98%** participants said they had a 'good amount' or 'a lot' of knowledge of the widespread nature of abuse, compared to 58% before the training (a 40% increase)
- **71%** participants said they felt 'very' or 'extremely' confident to respond sensitively to disclosures of abuse from children and young people

## London & South-East

Tender has continued to deliver a broad spectrum of work in London & South-East, delivering work in both mainstream settings and specialist or out-of-school settings.

Mainstream school settings benefited from our 2-day Healthy Relationships project and our 2-day Healthy Friendships project in primary schools, as well as a range of more tailored





projects including our Enrichment Day and 1-day project models. **78 projects** were delivered to groups from Year 5 to Year 13 across London, **reaching over 5000 children and young people.**

Demand has been high for our **specialist provision** work in out of school settings, and this year we have reached a number of youth centres and youth justice services we've never worked in before. We were also pleased to work with 5 Alternative Provision and Youth Clubs working specifically with girls, thanks to the Big Give Young Women & Girls Fund. Tender's London and South-East team has pioneered much of Tender's Specialist Provision development this year, including holding a development day focusing on our resources to support vulnerable young people in specialist SEMH (social, emotional and mental health) and SEND (special educational needs and disability) schools and pupil referral units.

*"I learnt a lot while having fun and then presenting our knowledge to our year was cool" -*

Project participant, aged 14

## North

This year our work in Tender North has remained strong, with **33 projects** taking place across the region, reaching **4,000** young people, either through directly receiving a Healthy Relationship or Healthy Friendship Project, or indirectly through peer-led presentations created and performed at the end of our 2-day projects.

Beckfoot Heaton Primary School committed wholeheartedly to Tender's whole school approach programme **RE:SET** this year, with a particular highlight being a group of students creating a fantastic campaign to share their learning to the rest of the school, involving the creation of 8 mini videos to demonstrate Healthy Relationships which were shared as part of the school's pupil leader and Tender Ambassador "Smart School Council" sessions. The school's dedication to the programme paid off, with the school being awarded their Healthy Relationships Champion School award in January 2025 at a special ceremony attended by staff and students. The school's headteacher accepted their Healthy Relationships Champion School award from acclaimed writer, rapper, world record breaking human beatboxer and Tender supporter, Testament. He commented: *"I am so honoured to be part of celebrating those who make a difference in young people's lives. It inspires all of us to think carefully about who we want to be and how we treat others."*



In January 2025 Lapage Primary School in Bradford became the next school to take on the RE:SET programme, which got off to a flying start with Programme Manager for the North Angharad introducing the programme to a group of parents. The school completed and reflected on the pre-project audit and staff survey and 78% staff completed Tender's 'Basic Awareness of Domestic Abuse' e-learning. We look forward to continuing the programme with Lapage School over the coming year.

## East

We delivered **34 projects and trainings** in the East this year, reaching **2883 children and young people** in our work with schools and youth settings either directly through our projects or indirectly through peer-sharings. And we reached **89 adults** through training sessions.

Two schools, St Williams Junior School and Acle Academy, completed Tender's Whole School Approach programme, **RE:SET** this year, achieving Healthy Relationships Champion School status. The impact of RE:SET has been truly phenomenal at these schools. Right from the very first session with the students, it became clear that there were harmful attitudes being expressed by some of the boys, which the Project Delivery Team and Tender Mentor immediately mobilised to address. Activities included sharing a "misogyny in media" presentation with staff, mentoring vulnerable boys, whole school assemblies involving boys and girls, and a whole school positive male and female role model competition. The cultural shift within the school was extraordinary, with boys now openly challenging sexism in the corridors amongst their peers. Following the project there has been some incredible collaboration between the two RE:SET schools to share the positive masculinity work; the two schools have developed a mentoring initiative whereby some of the boys who participated in the programme at Acle are now mentoring boys at St Williams Primary school. This will encourage boys to talk to each other and learn from their peers in a positive and safe environment.

***"One of the DSLs told me that there has been a massive reduction in misogynistic attitudes being reported since Tender :-)"*** Staff member, Acle Academy

Our **Specialist Provision** work has flourished in the region, having grown our relationships with a number of Alternative Provisions. We have successfully delivered projects this year for a group of young women in the Youth Justice System, a group of young people with the Norfolk Care Council and at a specialist provision for young people who have additional



learning and SEMH needs. We plan to work with another five Alternative Provision settings over the coming year.

We continued to expand our connections **in Suffolk**, now having a waiting list for multiple schools in the area, on top of schools in the original Norfolk region. Our work in **Cambridge** has also gone from strength to strength, with 7 projects having been delivered in the region. We have increased our profile in the East by attending events such as a wellbeing event called 'Positive Minds' run by the Norwich Youth Advisory Board which aims to raise awareness among young people of what mental health support is available to them. We delivered activities such as self-esteem hands and mindful colouring: *"I love this - it's made me realise there are lots of good things about being me"* – event participant

## West

Our work in the West has continued to gain momentum this year, with **22 projects** taking place in the region, reaching **1,766** children and young people.

This year our West Team have worked hard engaging new settings and raising the profile of our work in the region, with a large proportion of the work taking place in settings that were new to Tender's work. We have also expanded the scope of our work in the region, delivering our first **Relationship Goals** interactive video game project to SEND young people, as well as a targeted project to a weekly open access youth group and a post-16 programme to 16–18-year-olds studying 'Early Years'.

We were pleased to continue Tender's third **RE:SET** programme in Bath this year, at St Michael's Junior Church School. St Michael's has been a fantastic school to work with, with a key highlight including the whole school taking part in a school-wide colouring competition using Mindfulness colouring sheets designed by the Pupil Leadership Team. In April the Tender Mentor also created the 'RE:SET Healthy Behaviour Awards', providing staff with three main criteria to observe throughout the school: being a kind and thoughtful friend/peer; negotiating conflict; self-regulation. Staff nominated students every week and shared posts on social media, which in turn led to caregivers tagging other parents to celebrate their children.

Our West Team were delighted to deliver our first project in a **Bristol** secondary school in November 2024 – Bristol Cathedral Choir. This marks the expansion into a new geographical area within the region. The school was extremely engaged with the programme and the teacher observing the project commented *"The facilitators provided a fantastic creative, warm and supportive environment, where all students felt confident to explore tough*



*topics through a combination of insightful discussions, group work and practical drama. The impact of Tender's work with our young people will be lasting."*

## **RE:SET**

Tender's pioneering Whole School Approach programme, RE:SET, has continued to go from strength to strength this year. This programme involves us working with a school over a period of a year, supported by a dedicated Tender Mentor, to deliver direct work to children and young people, staff and parents, as well as working with a group of students to create a campaign to spread positive Healthy Relationships messages throughout the school. The role of the Tender Mentor is a particular strength of the programme, with one headteacher commenting *"The Tender mission struck a chord from the beginning which is why we signed up but what has been striking is the personal presence of a mentor. They have been approachable and a good leader. The mentor has felt part of our team, adapting to and understanding of the challenges our school faces. The mentor's presence has brought comfort and security; they work as a team with the school staff. Even staff who have been around for years have found it a valuable learning process."*

This year we continued delivering the programme across six London boroughs, funded by the Mayor of London's Violence Reduction Unit, as well as in each of Tender's geographical regions. We delivered the programme in **72** schools across all our regions, reaching a total of **14,157** children and young people and **3,741** adults.

One particular highlight of the programme is campaign workshops with a group of children or young people in each school, which involves the participants collaborating to develop a resource to share their learning with peers. The children who took part in campaign workshops this year have created some powerful and far-reaching campaigns, focusing on key healthy relationship messages such as equality, boundaries, consent, and where to go for help and support. Campaign media have included posters, podcasts, scripts, colouring sheets and videos. It has been fantastic to see the creativity, thoughtfulness, and variety of campaigns produced by pupils, as well as the commitment from schools in championing these messages across the whole school community. The enthusiasm and engagement from both pupils and staff has really helped to ensure these campaigns have a lasting impact beyond the classroom.

*"My message to other young people is to make sure they know why you should not stay in an unhealthy relationship"* - RE:SET campaign participant



In November 2024 Tender hosted an online Best Practice event for educators and partners from local councils, the London Violence Reduction Unit and Nurture UK to discuss relationship education and inclusion. Key themes included promoting positive masculinity in secondary schools, engaging parents and carers, and improving attendance. The event was a great success, celebrating the excellent work happening in schools and fostering a collaborative space for participants to learn from one another.

### **RE:SET Specialist Provision**

The majority of our RE:SET programmes are delivered in mainstream schools, but we are proud to have also delivered this vital work in alternative provision and specialist settings too. These settings often face challenges with timetabling and staffing the year-long programme due to capacity, but the additional vulnerabilities of the participants makes the programme truly important and impactful in the settings that have committed to the programme. In July 2024 Urban Mission and Harwood School achieved their RE:SET Specialist Provision Champion School Award, closely followed by John Chilton in December 2024. In September 2024 we began RE:SET in three new settings; two alternative provisions and a specialist school. They are all undertaking the 'RE:SET lite' programme (a less intensive version, comprising just the direct Tender delivery elements) as none felt they could commit the staff time required for the full programme. We look forward to seeing how these settings progress with the programme over the coming year.

### **Adult Training**

Tender's Adult Services team provides training to adults in educational settings and beyond to support Tender's core work of preventing domestic abuse in children and young people's lives.

### **INSETs**

To reinforce the learning from Tender's 2-day healthy relationships projects for children and young people, we provide schools with "INSET" training sessions. These are designed to help teachers continue the conversation around healthy relationships with young people. Topics covered include domestic abuse, coercive control and the lived experience of young people. This year we delivered **62** INSET training sessions, reaching **1,239** staff members. *"I thought it was really good. There was a small enough group to apply our knowledge as well as enough teacher talk."* - Teacher participant, January 2025



## Toolkit Programme

This year saw the continuation of the 'Ending Gender Based Violence Teacher Toolkit programme', which was initiated to support the 'Have a Word' campaign developed by the Mayor's Office for Policing and Crime (MOPAC). The programme involved delivering training sessions to primary, secondary and SEND teachers and governors across every borough of London, accompanied by online toolkit resources to enable teachers to facilitate conversations around gender-based abuse in their settings.

In November 2024 we were pleased to welcome the Mayor of London, Sadiq Khan, to a Tender workshop at Seven Sisters Primary School, to officially launch and celebrate the Primary School Toolkit. We're delighted MOPAC have extended the programme for a further year, from March 2025, to enable us to deliver more direct work with children and young people, training to the adults who support them and develop the Toolkit resource to benefit teachers across London.

*"I found the training to be very useful, and the facilitators were very engaging. I have incorporated many aspects of the training in my practice with the young people I work with and the staff in my school. The free resources are incredibly useful, and I endeavour to use some of them in appropriate interventions with the children."* – Toolkit session participant

## City Bridge funded training

Tender's new 3-hour training for London-based Youth Charities focuses on the crucial role youth clubs, sports and drama groups play in preventing abuse in the lives of children and young people. The training consists of information-sharing on domestic abuse, coercive control and the vicarious impact of these issues on children, followed by a deep dive into contextual safeguarding and approaching disclosures in a safe and effective manner. Tailored specifically for youth charities, this training uses relevant case studies and exercises co-created with Tender's Youth Board.

Since delivery began in January 2025, **91%** of participants have rated the training as either 'Good' or 'Very Good' and **85%** found the training either 'Very' or 'Extremely' useful for their roles. *"Indeed, our team valued greatly this training and will have immediate benefits in terms of how we spot, intervene in, and prevent future instances of domestic abuse in and around our Centre."* - Training participant, January 2025



## Post-18 Programmes

This year our RE:SET Whole University Approach programme continued in two settings; The University of East Anglia (UEA) and Bath Spa. The RE:SET Whole University Approach programme supports universities and student unions to review their current prevention provision of domestic abuse and sexual violence and embed effective, sustainable prevention in their campus culture; empowering, supporting and educating their staff and students. In March 2025, both universities completed the programme, being awarded Champion University status.

Following the training **100%** university staff participants said they would recommend this training to other staff, with one participant commenting they had learned *“how to engage students in these conversations through activities that break the ice and make the topics less scary”*.

## OCN-Accredited Training

Our brilliant Adult Services Team has received ‘Assured Status’ for our OCN London-accredited courses; a Level 2 in Peer Mentoring & Facilitation and a Level 3 in Developing & Delivering Domestic Abuse training. *“This is a remarkable achievement and a testament to the hard work, dedication and high standards your team consistently upholds.”* – OCN London

## Corporate Partnerships and Workplace Training

This year, Tender has expanded its reach and deepened its impact through tailored workplace training programmes delivered to a range of private and public sector organisations. By working with a range of audiences, from C-suite executives to graduate cohorts, we continue to promote healthy workplace cultures and help safeguard employees. Building on our core two-pillared training offer, we have adapted to meet evolving organisational needs such as introducing shortened Tender Talks and developing new content aligned with legislative updates such as the Worker Protection Act 2023 (Amendment of Equality Act 2010). In total, we delivered **15** workplace training sessions this year, reaching a total of **208** beneficiaries.

We have continued to grow and strengthen our corporate partnerships with long-standing partners in the legal and finance sectors. As corporate income becomes more important in Tender's financial model, we have also secured new partners to generate vital income to





reinvest in our work with children and young people. Our engagement with partners, including project visits, new corporate newsletters, and strategic events, has helped ensure that they remain connected to our mission. Our corporate partnership work is largely supported by Tender's Corporate Advisory Board who provide expert input into our workplace materials, facilitate introductions to new organisations, and champion our work within their networks.

## Youth Board

Tender's Youth Board is made up of 18 young volunteers aged 16-25 and plays a vital – and growing – role at the heart of the organisation, contributing to decision-making and helping to shape Tender's programmes. Members' involvement ensures that young people, and the issues relevant to them, remain central to everything we do. Between 1<sup>st</sup> April 2024-31<sup>st</sup> March 2025 we held 17 Youth Board meetings, of which two were in-person. In January 2025 we welcomed 8 new Youth Board members, who have already been actively participating in meetings and opportunities.

Youth Board member Otilie shared her reflections on key highlights from a successful year: The past year has provided Tender's Youth Board with invaluable opportunities to influence and engage with the charity's work. We now meet bi-monthly and have recently welcomed a great number of new members. Of particular note is an increase in male representation on the youth board. A few board members attended the 'How to be a Boy: Conversations with Men' panel back in February which highlighted the ongoing importance of conversations around masculinity, what it means to be a boy, and men's vital role in the prevention of domestic abuse and sexual violence. The pre-screening of Netflix's Adolescence in March followed by a Q&A has become part of a much wider, national conversation surrounding incel culture, the manosphere and child-on-child abuse. Youth board members were able to give their reflections on educational resources now being developed by the charity in collaboration with the drama series.

Our online meetings have seen various masterclasses, from Rebecca Hitchen from the ERAW Coalition looking at how to run a successful campaign, to the Speaker's Trust on delivering confidently in public, as well as welcoming internal speakers from the charity to nourish a connection between the Youth Board and the wider Tender team. The Youth Board has jumped at every opportunity granted to us, such as Leanne taking five weeks of work experience with the development team and Gaia speaking at the ERAW Prevention Conference, discussing 'Young People and Misogyny in the Digital Age'. A really exciting in-person meeting in October saw a few Youth Board members help to develop the new City





Bridge Foundation adult training - contributing to various resources and handouts, before later in the year witnessing these resources being used firsthand in training sessions!

A final staple of the year has been the ongoing 'Tell Nicole' Campaign, run by the current Domestic Abuse Commissioner Nicole Jacobs. We have been able to contribute our statutory recommendations and thoughts on children and young people being victims in their own right. Zoya features in the Tell Nicole campaign video which was screened in Parliament at an event in April 2025 where Dame Nicole Jacobs launched her report on children's experiences of domestic abuse. It has truly been a year where Tender's Youth Board has flourished, and we can't wait to see what next year holds!

## Safeguarding

Chief Executive Susie McDonald continues to lead on Tender's Safeguarding as Designated Safeguarding Lead, with the Safeguarding Team (made up of the Chief Executive, the Director of Services and all Programme Managers) meeting monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place. Tender delivers termly Safeguarding update training, which all staff, freelance workshop leaders and trustees are expected to attend at least every 2 years.

We have a robust process for managing disclosures made by children during sessions, which workshop leaders are trained to understand and then follow. This is constantly monitored by Tender's DSL. This means that any child identified as vulnerable to or experiencing abuse or harm is flagged to the DSL in the education setting where the case is logged and then Tender's DSL follows up with the school to ensure that action is taken.

Disclosure rates have increased significantly in the last year:

	Disclosures	Cause for Concerns
April 2023-March 2024	47	72
April 2024-March 2025	121	96
% increase	157%	33%

Issues that come up regularly are experiences of domestic abuse in the home (historic and current), child on child abuse, and tech related abuse including accessing violent pornography, pressure to send sexualized images and being contacted by strangers online.



## **Diversity, Equity and Inclusion**

Tender believes that everyone has inherent dignity and deserves to be treated equally and fairly, but inequalities in society make this harder for some people. We want Tender to be representative of the society we live and work in, and we want to be accountable to the communities we support with our services.

Tender's Diversity, Equity and Inclusion (DEI) Policy is actioned and monitored through four working groups comprised of staff from all departments and levels of seniority, and each connected to a trustee. In 2024/25, these groups have worked towards the following objectives:

### **Access to Services and Intersectionality**

- Increase the proportionate number (and quality) of projects delivered to minoritized beneficiary groups (SEND and other)
- Ensure Tender's resources are fully inclusive of all gender identities
- Deliver training sessions on our VAWG prevention toolkit to SEND settings.

#### *Key Successes:*

- We expanded delivery of our Relationship Goals project in the West and North
- Tender staff undertook external training sessions in trauma-informed practice, understanding domestic abuse in the context of the LGBTQIA+ community, and more.

#### *Key Challenges:*

- Attendance at the toolkit sessions was lower than expected in some quarters; we plan to speak with those who did attend to understand what factors supported them to participate and embed this into future delivery

### **Accountability, Board and Leadership**

- Develop Senior Leadership Team (SLT) and Trustee Board comfort and confidence in speaking about DEI with all stakeholders
- Publicly report on DEI work, reflecting honestly on successes and areas for improvement
- Identify mutually beneficial partnerships with by-and-for-led organisations in the VAWG sector, and actively seek funding for this work
- Increase accessibility of website and other public materials.



*Key Successes:*

- Many of these objectives are now business as usual; including a new Partnerships Policy, regular public reporting on DEI and website accessibility adaptations.

*Key Challenges:*

- Staff capacity to complete due diligence on all organisations we signpost to as part of our projects has been limited, but this process is now being shared amongst the Tender staff team

**Culture and Working Practices**

- Increase staff understanding and for staff to model definitions of inclusivity and workplace culture
- Develop an organizational position on diversity goals in the workplace

*Key Successes:*

- Knowledge bases about gender identity and disability and neurodiversity have been created, distributed and discussed by the whole Tender team
- All members of staff are invited to participate in optional monthly coffee chats with one other staff member.

*Key Challenges:*

- Capacity to complete data analysis to enable evidence-based decision-making to support the second listed objective. We are going to prioritise this in the next financial year

**Representation, Recruitment and Retention**

- Create and maintain a diverse workforce at all levels of the organisation.

*Key Successes:*

- Research has been completed on diverse recruitment channels, accessible recruitment policy and accessible/inclusive language for job advertisements
- Guidance has been created and implemented for Tender to adopt best practice within recruitment.

*Key Challenges:*

- As above, capacity to complete a data analysis to enable evidence-based decision-making to support this objective

Two of the working groups (Culture and Working Practices & Representation, Recruitment and Retention) have opted to merge to create a group focusing on Culture, Working Practices and Retention. This group will focus on actions that can be taken to nurture a positive



working culture, inclusive working practices for those with additional needs such as disability or neurodiversity and subsequently evaluate the impact this can have on retention.

Each working group has reflected on the past year in terms of progress made, priorities and capacity across teams to action objectives with integrity. In 2025/26, each group will work on new objectives to make the most meaningful and significant difference to our beneficiaries, staff, and the wider sector.

## OTHER SUPPORTING ACTIVITIES

### Tender Annual Awards

Tender's annual awards celebration was held in June 2024 at The Unicorn Theatre, kindly sponsored by Clifford Chance LLP. The event was a chance for us to celebrate the incredible work of children, young people, teachers, youth workers, schools and settings across the country in promoting healthy relationships and preventing abuse.

Guest host David Tennant gave a powerful speech about the importance of positive role models for boys and young men, and Tender's Patron Olivia Colman welcomed guests in a specially recorded film. Award presenters included Ambassadors Jodie Whittaker and Priyanga Burford, actor Toby Jones, MP Jess Phillips, human rights campaigner Tiernan Brady, Artistic Director of the National Theatre Rufus Norris, and solicitor and former CPS prosecutor Nazir Afzal OBE. The event was a wonderful recognition of the widespread support Tender has received from schools and fundraisers across the country.

Award winners:

University RE:SET Completion Award	Manchester Metropolitan University
Outstanding Secondary School Teacher	Sarah McNaughton <i>Oldfield School, Bath</i>
Being Brave Award	Martin, Shreen, Izzy, Daniel <i>All Saints Academy, Huddersfield</i>
Best Peer Ambassador in a Secondary School	Daniel, Joshua, Jasmine <i>Mulberry Woodside Academy, Haringey</i>

Keeping Children Safe Champion	Jill Smith, <i>Kings Oak School</i> and Paula McTernon, <i>Middle Park Community Centre London</i>
Outstanding Specialist Teacher	Linda Ughere <i>Urban Mission</i>
Best Peer Ambassador in a Primary School	Fahaad <i>Beckfoot Heaton Primary School, Bradford</i>
Healthy Relationships Changemaker	Beth Warmington <i>Landlark Foundation</i>
Outstanding Secondary School	St Mary Magdalene Church of England School, Greenwich
Outstanding Primary School	Lapage Primary School, Bradford
Outstanding Primary School Staff Team	Richard Garcha, Lauren Keen, Kevin O'Flaherty <i>Foxfield Primary School, London</i>
Outstanding Specialist School	New River College Primary School, London
Exceptional Creative Response in a Primary School	Greta, Sandy, Idrees, Renaye, Hiba, Zayn, Ahmed, Spoghmay <i>Highbury Quadrant Primary School, Islington</i>
Exceptional Creative Response in a Secondary School	Inka, Natalia, Eliza, Juliette, Lillyann, Annabel <i>Leigh Academy, Blackheath</i>



## Tender at the Palace

In May 2024 Tender Ambassador and Olivier Award nominated actor Priyanga Burford joined Susie McDonald at Buckingham Palace for a special reception hosted by Her Majesty the Queen. Priyanga and Susie were proud to attend the reception, which recognised those who support survivors of sexual assault. In her speech at the reception, Her Majesty the Queen said: 'I have often heard victims say: speaking about the experience is one of the key ways to survive it. By sharing with one another today, we can strengthen our alliance against sexual abuse in all its forms.'

## Tackling Misogyny in schools

In June 2024, Susie McDonald chaired Westminster Insight's Tackling Misogyny in Schools Digital Conference. Schools are increasingly concerned about the impact of the toxic influence of social media and purported 'influencers' that promote misogynistic rhetoric. Attended online by a wide range of professionals from primary and secondary education, safeguarding, social work and children's mental health, the event helped to raise awareness of challenging issues and discussed effective strategies for prevention and effective intervention against misogyny in schools. As Chair, Susie emphasized the importance of recognizing early signs of harmful behaviour and taking a preventative approach.



## Home Office/Department for Education Project Visit

In June 2024 Tender hosted the shadow Home Secretary and shadow Secretary of State for Education, Rt Hon Yvette Cooper MP and Rt Hon Bridget Phillipson MP and Sarah Sackman, MP for Finchley and Golders Green at a Tender workshop at Whitefield School, kindly hosted by headteacher Chris Hunt. A group of Year 9 students participated in a Tender Healthy Relationship workshop, with Bridget, Yvette and Sarah observing the session. Afterwards, they chatted to the students about what they had learned. Young people said they loved the



interactive nature of the workshop and were pleased to be learning about an issue that feels so important to them.

Bridget spoke to the press at the time about the importance of tackling misogyny in schools, and we are pleased that the Labour Party manifesto included a commitment to “address misogyny and teach young people about healthy relationships and consent.”

### **“How to be a Boy: Conversations with Men” Panel Discussion**

In February 2025 Tender hosted a fascinating panel discussion in front of an invited audience of Tender supporters and funders, focusing on the challenges facing boys and young men today. The speakers were historian Dan Snow, former Chief Crown prosecutor Nazir Afzal OBE, Global Director of Inclusion Clifford Chance LLP Tiernan Brady and Jermaine Gayle, educationalist. We were delighted that our Patrons, Olivia Colman and Ed Sinclair joined us and thanked everybody for their support.

Discussions covered the challenges boys and young men face in a world shaped by influencers and identity politics, and how our views of masculinity have shifted throughout history. Thank you to our friends at Leathersellers for their generous hospitality.



*“With resource and focus, tackling male violence is a solvable problem”* – Dan Snow





## Workshop at the National Theatre

In November award-winning actor Toby Jones supported a Tender workshop at the National Theatre for guests who were interested in learning more about our workplace training and how that connects to our work with children and young people. A big thank you to Rufus Norris and his team for enabling us to use a space at the National Theatre!

## New Years Honours List 2025

Susie McDonald, CEO of Tender, was recognised with an MBE for her services to young people and to the prevention of abuse in the 2025 New Year Honours list. Susie said:

*"I'm absolutely delighted to receive this MBE, recognising my lifelong mission: to end domestic abuse and sexual violence. Tender is not my work alone, but the collective dedication of so many talented people across more than two decades. It all started with the genius and imagination of Tamsin Larby, Tender's founder. Abuse is preventable, if only children and young people are empowered with the right skills and knowledge – and our work is proven to do this."*

## Screening Netflix's Adolescence

In March 2025 Tender joined forces with Netflix drama Adolescence to raise awareness of the extremist misogyny rife in UK schools. Starring and co-created by Stephen Graham, Adolescence tells the story of 13-year-old Jamie Miller who is arrested for the violent murder of a teenage girl from his school. Launched at a special screening and panel discussion at Soho Hotel, the partnership between Tender and Adolescence aimed to shed light on online misogyny and its dangerous impact on young people today. Susie McDonald joined Adolescence co-creators Stephen Graham and Jack Thorne, and producer Jo Johnson to explore their motivation for the series and the action they hope it will inspire. Susie commented: *"We are proud to partner with the Adolescence team on this powerful, important production. Adolescence is a dynamic portrayal of the troubling attitudes spreading through our schools – and the horrific impact they can have. Our young people are at serious risk – and it's time to take action."*





## COMMUNICATIONS AND SOCIAL MEDIA

Tender's social media engagement reached new highs this year, with increased capacity in the communications team meaning we were able to increase followers, diversify audiences and expand to new networks.

Over this financial year we have achieved engagement through:

- 3.2K followers on Instagram (1K new Instagram followers).
- 2.2K followers on Facebook
- 2.3K followers on LinkedIn

### Instagram highlights

- 149.4k views on our posts
- 115.7k users reached
- 3.6K content interactions
- 388 posts published by the comms team

### Facebook highlights

- 39.6K views on our posts
- 18.7K users reached
- 1.7K content interactions
- 3.8K visits to our profile

### LinkedIn highlights

- 24K users reached
- 4.9K page views
- 2.5K unique visitors to our page



### Tender Awards 2024

The Tender Awards campaign reached more people than ever before - with a little help from David Tennant. We achieved the highest engagement ever for a single post which received **1,531 likes** and reached almost **50k people**. We also engaged new supporter Toby Jones who has continued to work with and support Tender ever since.

### 16 Days of Activism

We finished 2024 with our annual 16 Days of Activism campaign. This year, Susie McDonald, Toby Jones, Tender staff and Youth Board members came together to call for an end to gender-based violence and promote the importance of high-quality relationships education, in a wide range of online content.

### Valentine's Day campaign: #LoveLooksLike

Our annual Valentine's Day campaign this year was a photography competition encouraging schools and pupils to get creative with photography and take photos of what love looks like to them.

Ambassador Amy-Leigh Hickman took part in the campaign, posting her own #LoveLooksLike image on Instagram and encouraging others to enter. She joined the judging panel which also included professional photographer Rob Baker Ashton, Ryan and Otilie from our Youth Board and CEO Susie McDonald.

This campaign engaged schools, parents, and young people as well as the Tender Youth Board and one of our top Ambassadors, Amy-Leigh Hickman. The social posts showcasing our winners and runners up achieved twice the reach of other posts and increased our views with a new audience of non-followers through shares.

### How to Be a Boy: Conversations with Men event

The Conversations with Men event provided quality content for our communications channels and achieved high levels of engagement of current followers. The content engaged corporate and policy stakeholders, with our main post on LinkedIn reaching nearly **1K users (951) and 178 interactions - including 12 reposts**.



## Adolescence

Working with Netflix to promote their new series *Adolescence* brought the opportunity to develop dynamic content including photos with stars like Stephen Graham and interviews with the show's creators. This collaboration has significantly impacted Tender's brand recognition and exposure, resulting in over 600 new followers on Instagram. Our Instagram post with the highest engagement featured the interview with *Adolescence* co-creators, reaching **7K users, 9.2K views and 245 interactions**.

## Big Give Campaign

In March 2025, Tender took part in the Big Give Arts for Impact which was a highly successful fundraising campaign. Likely due to the increased interest from *Adolescence*, the campaign raised its match-funding target without the need of a pre-organised donor for the first time. The campaign launch post on Instagram reached **29K users and 29.7K views**. Another highlight was a video recorded by broadcaster Dan Snow in support of the campaign to drive donations.

We have developed a comprehensive communications strategy for the coming year to capitalise on Tender's impact, maximise funding and influence, and drive forward Tender's ambitions. Through greater strategic engagement with the media, we aim to build Tender's profile as experts in relationships education and, in turn, amplify our voice and influence in policy discussions.

We will capitalise on Tender's diverse ambassadors to build awareness and drive engagement among the general public, particularly young people, parents and education staff. Harnessing the expertise of our regional teams, we will also develop and deliver local communications activities to spread awareness of Tender's work and mission across non-London areas of the UK.

Following our most successful year on social media yet, we will build on this engagement through integrated digital campaigns, with content tailored to each platform, and a dynamic new public newsletter. We will also be expanding our internal communications, improving consistency across Tender communications, and supporting staff to act as effective advocates for our work.



## Tender in the Media

Throughout the year we have continued to use media to contribute to public debate surrounding domestic abuse and gender-based violence and raise awareness of Tender's work. Key highlights include:

### Evening Standard "Show Respect" Campaign

In June 2024 London's Evening Standard attended a Tender workshop at St Mary Magdalene CofE School to mark the launch of their 'Show Respect' Campaign, observing a group of year nine students taking part in some of our key exercises. When asked what they had learned from the session, one female participant commented *"Girls can feel they have no option other than to say yes to boys, but I learned I can offer other options. It's good to be able to spot warning signs and to see when someone is trying to put you under pressure."*

### Launch of the Primary School Toolkit

In October 2024 Mayor of London Sadiq Khan visited a Tender workshop to celebrate the launch of our Teacher Toolkit for primary schools, developed in partnership with the Mayor's Office for Policing and Crime (MOPAC). The Toolkit aims to prepare primary school teachers to talk to children safely about healthy relationships. The Mayor said *"I saw how teachers and workshop leaders will work with children to understand the power of their words and attitudes. This will teach the next generation to recognise inappropriate behaviour in an age appropriate way, and encourage them to champion healthy relationships and attitudes."* Susie McDonald said: *"By challenging potentially problematic attitudes at their root, we can prevent a culture of abuse against women and girls."* The visit was covered widely in the broadcast and print media, including ITV Evening News, The Guardian, BBC London Evening News, the Evening Standard and Glamour Magazine.

### No.10 Roundtable Discussion re: Adolescence

In March 2025, Tender's attendance at the Number 10 Roundtable to discuss Netflix show Adolescence sparked a wave of media activity. Susie McDonald was interviewed by CBS News about the impact of the show and the need to protect boys and young men. The piece explored Tender's work and showcased a Tender workshop at Holy Cross Primary School. Susie said: *'I was relieved that the story that we've known for years is finally out there...We have to change our narrative. We have to pay attention to boys, we have to protect boys from becoming perpetrators.'* Susie also wrote an op-ed for The Independent, commenting that *"Violence like this can and must be prevented. Our government needs to be bold and brave."*



Concurrently, Youth Board member Ryan was interviewed about Adolescence, in a piece that was picked up by numerous media outlets, including London Evening Standard, the Independent and MSN News. Ryan commented *"It's been a long time coming for this conversation to happen... I see Tender's work as really essential... through education and open dialogue, Tender has probably given thousands of young people the tools to not only support one another but to challenge themselves and the assumption around what it actually means to be a man."*

## Increasing Tender's sustainable future

Tender added capacity to our development team to focus on adding expertise to ensure investing in growth across all funding streams, thus diversifying our income to support long term sustainability. Through engaging events, visiting our work and regular updates from the team throughout the year, we managed to grow our Friends and Guardians major donor programme and continued to benefit from an engaged and highly effective corporate advisory board.

## Policy & Influencing

Following the launch of Tender's strategy for the decade at Portcullis House in March 2024, Tender's team have been busy attending conferences and events across the country, as well as inputting into key consultations, with the goal of advocating for consistent, effective Healthy Relationships education for all children and young people.

Key activity this year includes:

### Home Office Reception

In July 2024 Susie McDonald attended a Home Office reception, hosted by the Home Secretary and the Minister for Safeguarding and Violence Against Women and Girls, Jess Phillips MP, to hear about the Government's wider plans to tackle VAWG.

### Labour Party Conference

In October 2024 Susie McDonald was invited to speak at the Labour Party Conference, at an event exploring the most effective ways to prevent domestic abuse and sexual violence. Other speakers included Yvette Cooper, Bridget Phillipson, and Jess Phillips.



### Consultations & Policy Review

This year Tender actively participated in the Government's Curriculum and Assessment Review (CAR), attending consultation events and submitting our response to advocate for a strengthened RSHE curriculum as a key intervention in tackling VAWG. We argued for RSHE to be taught as a timetabled curriculum subject, from ages 5-18 with the right level of support and training given to teachers to deliver this complex and nuanced subject effectively. Our recommendations are reinforced by the findings of the DfE's own research into preventing sexual abuse in schools which acknowledges the benefits of schools engaging with external organisations like Tender to support delivery of the RSHE curriculum.

The Mayor of London's Office also invited Tender to participate in consultation meetings as it works towards its new VAWG Strategy for 2025-2029. The Mayor's long term ambition is to eradicate violence against women and girls so that "every woman and girl in London can live their lives without experiencing or fearing harassment, abuse or violence from men and boys."

The previous Government published draft guidance on RSHE in May 2024, and we submitted a response to this in July, urging the new Labour Government to abandon the draft proposal and undertake a more appropriate review in due course.

### Roundtable Discussions

Over the 12-month period, Tender has attended and contributed to a series of roundtable consultation meetings and events held by government departments. These have included those taking place at the Home Office as it prepares its new Violence Against Women & Girls strategy (to be released in 2025), in particular where the focus is on prevention; and at the Department for Education as it reviews the guidance on the Relationships, Sex and Health Education curriculum.



As mentioned above, in March 2025 Prime Minister Sir Kier Starmer hosted a roundtable at Number 10 Downing Street with the creators of Netflix show *Adolescence* and key organisations working in the sector, including Tender's Chief Executive Susie, to discuss issues related to the series such as misogyny and incel culture. He said the aim of the roundtable was to discuss "what we can do as a society to stop and prevent young boys being dragged into this whirlpool of hatred and misogyny... there needs to be more dialogue with people cleverer than me, that's the big solution to this problem". Attending organisations included the Children's Society, NSPCC and Beyond Equality. Following the meeting, *Adolescence* was made available to all schools in the country and Tender was commissioned to create supporting resources to enable teachers to safely and effectively discuss some of the key issues raised in the series with the students in their schools. Access for teachers to drama series and the Tender teacher resource are through the organisation Into Film+.

### **Domestic Abuse Commissioner's 'Tell Nicole' Campaign**

Tender's Youth Board has also engaged in our policy and influencing work, providing input to the Domestic Abuse Commissioner's (DAC) "Tell Nicole" Campaign. The Youth Board gave important feedback on the support needed by young people experiencing domestic abuse at home and what they want the Government to know. The DAC is using the responses to this campaign in its report to the Government, with recommendations for improving support for young people affected by domestic abuse.

### **London Assembly Police and Crime Committee Consultation**

In February 2025 Director of Services Kate Lexen spoke on an expert panel, alongside Everyone's Invited and Professor Jessica Ringrose, as part of the London Assembly Police and Crime Committee's consultation into the impact of violence against women and girls on young people. Findings from the consultation were compiled into a report for the Mayor of London, listing key recommendations for addressing VAWG in the capital. Kate commented *"It has to be a whole community approach. We cannot just rely on parents to be tackling the issue... it has to be everyone that comes into contact with that child and young person, which fundamentally is schools as well."*

### **Profile Raising**

Tender's senior team has taken part in and attended numerous conferences and events across the country, including:

- The Employer's Initiative on Domestic Abuse Conference
- UK Finance DSEA End of Year Showcase





- The Watkins Solicitors Domestic Abuse Conference in Bristol
- The Sex Education Forum's Autumn Members Event
- The Independent School Association annual Headteacher's Conference
- End Violence Against Women Coalition's Prevention Network Annual Conference
- The Independent Association of Prep Schools annual Headteacher's Conference
- The launch of Imkaan's research report on the impact of violence abuse on minoritised survivors at the House of Commons
- The launch of End Violence Against Women Coalition's annual report 'No Small Change – Making Halving VAWG a Reality'

## Plans for 2025/26

In March 2024, Tender launched our strategy for the rest of the decade, laying out ambitious plans to expand our delivery and influence wider policy change. This builds on our 23-26 strategy, retaining the strategic priorities: to prepare, empower, reinforce and galvanize. To support the delivery of these priorities we have developed four streams of work and below outlines the headlines of what we will be working on over the next year:

**Influencing:** We will continue to press central and local government to embed a prevention agenda into VAWG and education policies and commissioning processes.

**Delivering:** ongoing prevention work underpinned by our theory of change and established outcomes. We will continue to deliver our innovative RE:SET programme (whole school approach) which has become our flagship programme.

**Innovating:** specifically developing our Key Stage 1 programme which will be piloted throughout the year.

**Evidencing:** drawing on our own evidence and impact data and, for the first time, identifying themes and narratives from safeguarding disclosures through which we can develop a best practice case for prevention education.





## ACKNOWLEDGEMENTS

We would like to say a special thank you to our patrons Olivia Colman and Ed Sinclair for their commitment and support for Tender throughout this and every year – we are extremely grateful.

Further heartfelt thanks for their time and dedication to Tender go to Tender's Ambassadors: Aisling Bea, Amy-Leigh Hickman, Jessie Buckley, Jodie Whittaker, Phoebe Waller-Bridge, Priyanka Burford and Rebekah Staton.

And we would also like to take this opportunity to thank: Nazir Afzal, Emma Blackman Tiernan Brady, Jermaine Gayle, Nina Goswami, Toby Jones, Dan Snow, Rufus Norris and Laura Yeates. Thanks also go to the Tender Staff, Youth Board, Facilitators and Trustees, without whom none of the incredible work Tender achieves would be possible.

## RISK STATEMENT

Tender has implemented a comprehensive risk register to monitor and manage risks across all areas of its operations. This is overseen by the COO and CEO, and a summary report is provided at all trustee board meetings listing the most significant risks and steps being taken to reduce their likelihood and/or impact. This is a sub-set of all risks actively monitored and managed by the Senior Leadership Team (SLT). This year, SLT and the Board also carried out a risk appetite exercise to identify the levels of risk Tender is prepared to accept for each risk area, from risk averse (with avoidance of risk and uncertainty being the key objective) to risk seeing (being eager to be innovative, even if activities carry high level of residual risk).

The categories in the Risk Register are:

Financial/Operational/External/Governance/Regulatory & Compliance. Risks are RAG rated as minor(green)/moderate(amber)/major(red).

The purpose of the Risk Register is for the SLT to identify potential risks to the charity in a timely manner and to manage those risks. At March 2025 the key risks were all no higher than Moderate.

Key risks were:

Financial: High level of dependency on single or small range of income streams	<p>Mitigated by:</p> <ul style="list-style-type: none"> <li>• Major dependencies identified</li> <li>• Strategic investments made in the fundraising team to increase capacity and improve stewardship</li> <li>• Core funding pipeline expanded and a diverse pipeline in place</li> <li>• Adequate reserves policies and reserves levels in place</li> <li>• Fundraising strategy aligned with organisational strategy in place for FY25-26</li> </ul> <p>Assurance processes:</p> <ul style="list-style-type: none"> <li>• Monthly review of income and pipeline vs targets</li> <li>• Quarterly review of fundraising strategy and progress</li> <li>• Quarterly stress test of largest donors</li> </ul>
Financial: Insufficient fundraising for strategic objectives/specific projects	<p>Mitigated by:</p> <ul style="list-style-type: none"> <li>• Strategic objectives agreed for FY 23-26, against which fundraising can be based</li> <li>• Strategic investments made in the fundraising team to increase capacity and improve stewardship</li> <li>• Core funding pipeline expanded and a diverse pipeline in place</li> <li>• Stewardship processes improved to increase likelihood of continued and core funding</li> <li>• Fundraising strategy aligned with organisational strategy in place for FY25-26</li> </ul>
	<p>Assurance processes:</p> <ul style="list-style-type: none"> <li>• Monthly review of income and pipeline against target (fundraising management meetings)</li> <li>• Monthly review of reserves levels (management accounts)</li> <li>• Quarterly review of fundraising vs strategy</li> </ul>
Financial:	<p>Mitigated by:</p> <ul style="list-style-type: none"> <li>• Strategic investments made in the fundraising team to increase capacity and improve stewardship</li> </ul>

<p>Lack of funding for core costs and service delivery</p>	<ul style="list-style-type: none"> <li>• Core and project funding pipeline expanded and a diverse pipeline in place</li> <li>• Monitoring processes improved to update fundraising team more accurately on funding needs</li> <li>• Adequate reserves policies and reserves levels in place</li> <li>• Fundraising strategy aligned with organisational strategy in place for FY25-26</li> </ul> <p>Assurance processes:</p> <ul style="list-style-type: none"> <li>• Monthly review of income and pipeline against target (fundraising management meetings)</li> <li>• Monthly review of reserves levels (management accounts)</li> <li>• Quarterly review of fundraising vs strategy</li> </ul>
<p>External: poor public perception</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> <li>• Strategic investment in a Communications team to manage reputational risks proactively and reactively</li> <li>• Support and training sought from media and public relations experts</li> <li>• Crisis communications processes in place to monitor high-profile situations</li> <li>• Communications strategy for FY 25-26 in place</li> </ul> <p>Assurance processes:</p> <ul style="list-style-type: none"> <li>• Monthly review of comms/public perception risks</li> <li>• Quarterly review of progress against strategy</li> <li>• Quarterly report of complaints to Board</li> </ul>



## FINANCIAL REVIEW

In the year ended 31st March 2025, Tender continued working on projects, which during the current year were funded largely by MOPAC (Mayor's Office for Policing and Crime), The Thompson Family Foundation, The Coutts Charitable Trust, BBC Children in Need, Maria Marina Foundation, John Lyons Foundation, The Rayne Foundation, Lloyds Banking Group, Esmee Fairbairn Foundation, Fidelity UK Foundation, The Foux Foundation, Garfield Weston Foundation, Coutts Foundation, The Crucible Foundation, The Owlyn Foundation, The Leathersellers' Foundation, Clifford Chance Foundation, BIG Give, West Yorkshire Police, JD Foundation, The David Family Foundation, The 29th May 1961 Charitable Trust, Paul Bassham Charitable Trust, The Emmanuel Kaye Foundation, The Vintners' Foundation, Nelsons Trust, Lindley Foundation, The City Bridge Trust, Westminster Foundation, Keith Howard Foundation, National Lottery Reaching Communities, the London Community Foundation, the 4814 Trust, the Norwich Freeman's Charity, Joseph Levy Foundation, the London Borough of Camden, and Landlark.

Tender will carry forward £276,959 of restricted funds; this includes £218,505 of the Children and Young People programme, and £58,454 of other funding in the Adults Services department and core funding to be spent in the 2025-26 financial year.

### Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2024 would be £906,355 ("free reserves"), which is equivalent to approximately six months' basic operating costs.

The general reserve at 31st March 2025 amounted to £906,355, which is considered free reserves.

### Fundraising Policy

The Charity engages fundraising consultants on occasion to develop strategic plans of activities and events to support our internal team of fundraisers. No data is shared with or sold to any external agencies. The charity does not purchase external lists of potential individual donors or undertake Direct Mail appeals to such lists.



The charity occasionally invites individuals to attend events but does not exert undue pressure to attend or to donate. It does not approach or pressure vulnerable people to support its work. A complaints policy is in place and is accessible on request from the Chief Executive Officer. The charity adheres to the Fundraising Code of Practice issued by the Fundraising Regulator.

Any fundraising events carried out on behalf of the charity that we are aware of are supported and monitored by the Development Director. Any marketing materials and approaches are checked that they comply with the Fundraising Code of Practice, and details of income and expenditure are recorded by the Finance Director. Income is acknowledged and grateful thanks are sent, typically with a letter.

#### Reference and administrative details

**Tender Education and Arts (formerly Until the Violence Stops), trading as Tender**, is a Company Limited by Guarantee and a registered charity, governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

Charity Number	1100214
Company Number	04627846
Registered office and operations address	Tender Education and Arts Unit 1.01 Wenlock Studios 50-52 Wharf Road London N1 7EU
Patrons	Olivia Colman and Ed Sinclair
Board of Trustees	Matthew Layton (Chair)
	Morna Bunce
	Rory Conwell
	Amy Malik
	Andrew Minter (treasurer)
	Laura Sanford
	Sharina Walia
	Simon Walker
Chief Executive Officer	Susie McDonald



Independent auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tender Education and Arts for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to,

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**Approved by the Board on 16<sup>th</sup> July and signed on its behalf by:**

  
Matthew Layton (Jul 17, 2025 17:49 GMT+1)

**Matthew Layton**  
Chair of Trustees

**INDEPENDENT AUDITOR'S REPORT**  
**TO THE MEMBERS OF**  
**TENDER EDUCATION AND ARTS**

**Opinion**

We have audited the financial statements of Tender Education and Arts (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



**INDEPENDENT AUDITOR'S REPORT**  
**TO THE MEMBERS OF**  
**TENDER EDUCATION AND ARTS**

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors

**Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**INDEPENDENT AUDITOR'S REPORT**  
**TO THE MEMBERS OF**  
**TENDER EDUCATION AND ARTS**

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Richard Billinghamurst (Senior Statutory Auditor)

For and on behalf of:

**Knox Cropper LLP**

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date: 23/07/2025

**TENDER EDUCATION AND ARTS**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted Funds £	Restricted Funds £	2025 Total £	Unrestricted Funds £	Restricted Funds £	2024 Total £
<b>Income from:</b>							
Donations and legacies	2	197,818	1,531,067	1,728,885	416,701	1,414,523	1,831,224
Charitable activities	3	89,631	-	89,631	70,855	6,446	77,301
Investment Income		20,825	-	20,825	25,208	-	25,208
<b>Total income</b>		<u>308,274</u>	<u>1,531,067</u>	<u>1,839,341</u>	<u>512,764</u>	<u>1,420,969</u>	<u>1,933,733</u>
<b>Expenditure on:</b>							
Raising funds	5	114,052	-	114,052	72,614	27,657	100,271
Charitable activities	4	320,592	1,682,334	2,002,926	252,600	1,658,608	1,911,208
<b>Total expenditure</b>	5	<u>434,644</u>	<u>1,682,334</u>	<u>2,116,978</u>	<u>325,214</u>	<u>1,686,265</u>	<u>2,011,479</u>
<b>Net income and net movement in funds</b>		(126,370)	(151,267)	(277,637)	187,550	(265,296)	(77,746)
<b>Reconciliation of funds:</b>							
<b>Total funds brought forward</b>		<u>1,367,052</u>	<u>428,226</u>	<u>1,795,278</u>	<u>1,179,502</u>	<u>693,522</u>	<u>1,873,024</u>
<b>BALANCE CARRIED FORWARD 31 MARCH 2025</b>		<u>£1,240,682</u>	<u>£276,959</u>	<u>£1,517,641</u>	<u>£1,367,052</u>	<u>£428,226</u>	<u>£1,795,278</u>

None of the Charity's activities were acquired or discontinued during the above two financial years.

**TENDER EDUCATION AND ARTS**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2025**

	Notes	£	2025	£	£	2024	£
<b>FIXED ASSETS</b>	7			7,427			12,305
<b>CURRENT ASSETS</b>							
Debtors	8		479,523			482,699	
Bank and Cash			<u>1,476,975</u>			<u>1,545,902</u>	
			1,956,498			2,028,601	
Creditors: Amounts falling due within one year	9		<u>(446,284)</u>			<u>(245,628)</u>	
<b>NET CURRENT ASSETS</b>				1,510,214			1,782,973
<b>NET ASSETS</b>				<u>£1,517,641</u>			<u>£1,795,278</u>
<b>FUNDS</b>							
Restricted	10			276,959			428,226
Unrestricted - General	12		906,356			796,918	
- Designated	12		<u>334,326</u>			<u>570,134</u>	
				1,240,682			1,367,052
<b>TOTAL FUNDS</b>				<u>£1,517,641</u>			<u>£1,795,278</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Trustees on 16<sup>th</sup> July 2025.

Andrew Minter  
Andrew Minter (Jul 17, 2025 16:10 GMT+1)

**Andrew Minter (Treasurer)**

Company Registration Number: 04627846

**TENDER EDUCATION AND ARTS**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	<b>2025</b>	<b>2024</b>
	£	£
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Net (expenditure)/income for reporting period	(277,637)	(77,746)
Depreciation charges	6,764	7,790
Bank interest	(20,825)	(25,208)
Decrease/(increase) in debtors	3,176	(118,053)
Increase/(decrease) in creditors	200,656	106,084
<b>Net cash provided by/(used in) operating activities</b>	<u>(87,866)</u>	<u>(107,133)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Bank interest	20,825	25,208
Purchase of furniture and equipment	(1,886)	(7,750)
<b>Net cash provided by/(used in) investing activities</b>	<u>18,939</u>	<u>17,458</u>
<b>CHANGE IN CASH AND CASH EQUIVALENTS</b>	(68,927)	(89,675)
<b>CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD</b>	1,545,902	1,635,577
<b>CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD</b>	<u>£1,476,975</u>	<u>£1,545,902</u>

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

**Going Concern**

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the war in Ukraine and other relevant factors on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

**Income**

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

In particular, revenue grants are credited to income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted income at the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

**Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on raising funds – comprise the direct and indirect costs of generating income.
- Expenditure on charitable activities – comprise the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charitable company and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

**Value Added Tax**

The charitable company is registered for VAT and accordingly, where applicable, all expenditure incurred is exclusive of VAT.

**Fixed Assets**

Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives. Office equipment and computer equipment has been depreciated over three years.

**Short-term Debtors and Creditors**

Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**1. ACCOUNTING POLICIES (continued)**

**Cash and Cash Equivalents**

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Cash Flow Statement, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

**Financial Instruments**

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Funds**

Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**Judgements and key sources of estimation uncertainty**

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

**Company status**

Tender Education & Arts is a charitable company limited by guarantee, registered in England (company registration number 04627846; charity registration number 1100214). Its registered office and operational address is The Resource Centre, 356 Holloway Road, London, N7 6PA.

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**2. INCOME FROM DONATIONS AND LEGACIES**

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
MOPAC	-	1,051,641	1,051,641	976,726
Tender Guardians	40,000	12,500	52,500	90,000
Other Income	82,068	5,327	87,395	65,701
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	-	40,000	40,000	44,000
The Leathersellers' Foundation	-	27,500	27,500	25,000
Clifford Chance LLP	15,000	25,000	40,000	25,000
Fidelity UK Foundation	-	14,000	14,000	24,000
Big Give	-	10,000	10,000	23,887
The Foux Foundation	-	10,000	10,000	10,000
The David Family Foundation	-	5,000	5,000	5,000
The 29th May 1961 Charitable Trust	3,000	-	3,000	3,000
CMF Charitable Trust	-	2,000	2,000	2,000
The Crucible Foundation	-	50,000	50,000	-
Nelsons Trust	-	5,000	5,000	-
The Emmanuel Kaye Foundation	-	25,000	25,000	-
The Vintners' Foundation	-	5,000	5,000	-
The Garfield Weston Foundation	-	30,000	30,000	-
Lindley Foundation	-	5,000	5,000	-
The City Bridge Trust	-	43,688	43,688	-
Westminster Foundation	-	9,335	9,335	-
Keith Howard Foundation	-	10,000	10,000	-
National Lottery Reaching Communities	-	58,573	58,573	-
The London Community Foundation	-	18,750	18,750	-
4814 Trust	-	10,000	10,000	-
The Astor Foundation	1,500	-	1,500	-
Norwich Freeman's Charity	-	8,858	8,858	-
Joseph Levy Foundation	-	20,000	20,000	-
Squire Patton Boggs Charitable Trust	250	-	250	-
Avon & Somerset Police Commissioner	-	6,590	6,590	-
In Kind Donation	6,000	-	6,000	-
LBO Camden	-	22,305	22,305	-
Lloyds Banking Group	-	-	-	250,000
Maria Marina Foundation	-	-	-	80,000
Esmée Fairbairn Foundation	-	-	-	60,000
John Lyons Charity	-	-	-	28,000
West Yorkshire Police	-	-	-	19,999
The Rayne Foundation	-	-	-	16,000
The Olwyn Foundation	-	-	-	15,000
Clifford Chance Foundation	-	-	-	7,711
JD Foundation	-	-	-	5,000
Paul Bassham Charitable Trust	-	-	-	2,000
FACET Trust	-	-	-	2,000
The Rhododendron Trust	-	-	-	1,000
London Youth – YISF	-	-	-	200
	<u>£197,818</u>	<u>£1,531,067</u>	<u>£1,728,885</u>	<u>£1,831,224</u>

**3. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
<b>Contracts for Operational Programmes</b>				
Income From Schools	30,731	-	30,731	38,715
Landlark	12,000	-	12,000	9,000
MAP	-	-	-	5,000
External Training Fees	46,900	-	46,900	18,140
RBO Kensington & Chelsea	-	-	-	6,446
	<u>£89,631</u>	<u>-</u>	<u>£89,631</u>	<u>£77,301</u>



**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**4. ANALYSIS OF CHARITABLE ACTIVITIES**

	<b>Undertaken Direct</b>	<b>Support &amp; Governance Costs</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
ADULTS (Post 16)	457,504	90,289	547,793	514,094
Children and Young People	1,292,711	162,422	1,455,133	1,397,114
	<u>£1,750,215</u>	<u>£252,711</u>	<u>£2,002,926</u>	<u>£1,911,208</u>

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**5. RESOURCES EXPENDED**

	ADULTS (Post 16)	CHILDREN & YOUNG PEOPLE	GENERATING FUNDS	GOVERNANCE	Total 2025	Total 2024
	£	£	£	£	£	£
<b>Direct</b>						
Artists	63,803	248,853	-	260	312,915	243,790
Partners	-	304,130	-	-	304,130	340,067
Printed Resources	246	9,254	90	1,301	10,891	10,348
Online Resources	36	903	-	332	1,271	13,129
Relationship Goals	6,803	9,695	-	2,571	19,069	27,300
Payroll Costs	380,533	651,838	36,829	107,775	1,176,974	1,014,424
Non-payroll Staff	1,200	34,867	54,950	6,328	97,345	110,776
Recruitment	17	9,948	476	6,188	16,628	14,657
Training	1,316	2,959	-	1,441	5,716	3,168
Research and Outreach	-	-	-	1,935	1,935	1,611
Volunteers, Travel & accom.	3,499	18,213	-	16,376	38,088	46,023
Other	51	2,051	-	1,433	3,535	8,224
	<b>457,503</b>	<b>1,292,711</b>	<b>92,344</b>	<b>145,940</b>	<b>1,988,498</b>	<b>1,833,517</b>
<b>Support</b>						
Audit Fees	1,739	3,129	418	520	5,806	6,180
Depreciation	2,026	3,645	487	606	6,764	7,790
Postage, Stationery & Courier	101	181	24	30	336	260
Equipment Maintenance and IT Support	19,473	35,030	4,682	5,820	65,005	60,725
Rent, Rates & Service Charge	8,308	14,946	1,998	2,483	27,735	46,050
Office Costs	570	1,026	137	170	1,904	2,200
Bank Interest and Fees	591	1,063	142	177	1,972	2,021
Other Costs	3,352	6,031	806	1,002	11,191	40,223
Accountancy Fees	407	733	98	122	1,360	1,812
Quality & Compliance	1,920	3,453	462	574	6,408	10,701
	<b>38,487</b>	<b>69,234</b>	<b>9,254</b>	<b>11,505</b>	<b>128,480</b>	<b>177,962</b>
<b>Governance</b>	<b>51,802</b>	<b>93,188</b>	<b>12,455</b>	<b>(157,444)</b>	<b>-</b>	<b>-</b>
<b>Total Expenses</b>	<b>£547,793</b>	<b>£1,455,133</b>	<b>£114,052</b>	<b>-</b>	<b>£2,116,978</b>	<b>£2,011,479</b>

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**6. STAFF COSTS, TRUSTEES' REMUNERATION AND KEY MANAGEMENT PERSONNEL**

	<b>2025</b>	<b>2024</b>
	£	£
Salaries and Wages	1,045,597	908,552
Social Security Costs	101,149	85,543
Pension Costs	30,228	20,329
Total Payroll Costs	<u>£1,176,974</u>	<u>£1,014,424</u>

The average number of staff employed by the charity was 27.36 (2024: 25.14).

One employee earned in excess of £60,000 per annum (2024: 1). No trustee received any remuneration during the period. No expenses were paid to the trustees during the period.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are the directors (who are also the trustees), the Chief Executive Officer, the Chief Operating Officer, the Development Director, the Director of Services, and the Finance Director. Aggregate compensation paid to key management personnel in the year amounted to £299,840 (2024: £245,365 the CEO, COO, DOP and FD only).

**7. FIXED ASSETS**

	<b>2025</b>	<b>2024</b>
	<b>Furniture and Equipment</b>	<b>Furniture and Equipment</b>
	£	£
Cost at 1 April	75,645	67,895
Additions	1,886	7,750
Cost at 31 March	<u>77,531</u>	<u>75,645</u>
Depreciation at 1 April	63,340	55,550
Charge for the year	6,764	7,790
Depreciation at 31 March	<u>70,104</u>	<u>63,340</u>
Net Book Value at 31 March	<u>£7,427</u>	<u>£12,305</u>

**8. DEBTORS**

	<b>2025</b>	<b>2024</b>
	£	£
Debtors	451,565	454,672
Rent/Service Charge Deposit	2,644	2,644
Prepayments	25,314	25,383
	<u>£479,523</u>	<u>£482,699</u>

**9. CREDITORS**

	<b>2025</b>	<b>2024</b>
	£	£
HM Revenue and Customs	24,051	25,166
Deferred income	32,000	23,255
Accruals	29,603	67,547
Creditors	<u>360,630</u>	<u>129,660</u>
	<u>£446,284</u>	<u>£245,628</u>

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**10. RESTRICTED FUNDS 2025**

A. At 31<sup>st</sup> March 2025

	At 1 April 2024 £	Income £	Expenses £	At 31 March 2025 £
<b>CHILDREN &amp; YOUNG PEOPLE</b>				
<i><b>Healthy Relationships Programme</b></i>				
National Lottery Reaching Communities	-	58,573	17,700	40,873
Norwich Freeman's Charity	-	8,858	5,833	3,025
Clifford Chance Foundation	5,866	-	5,866	-
Emmanuel Kaye Foundation	-	25,000	-	25,000
LB Camden	-	22,305	19,725	2,580
Lindley Foundation	-	5,000	-	5,000
London Community Foundation	-	18,750	15,594	3,156
Westminster Foundation	-	9,335	-	9,335
The Crucible Foundation	-	50,000	47,654	2,346
Keith Howard Foundation	-	10,000	9,700	300
Mayor's Safer Communities Fund	19,999	-	19,999	-
Avon & Somerset Police Commissioner	-	6,590	-	6,590
<i><b>RE:SET</b></i>				
The Foux Foundation	10,000	10,000	10,000	10,000
MOPAC (VRU)	77,687	649,664	664,531	62,820
JD Foundation	4,971	-	4,971	-
<i><b>Specialist Provision</b></i>				
Big Give Women and Girls Match Fund 24	-	27,125	9,156	17,969
John Lyons Charity	24,687	-	24,687	-
The Rayne Foundation	16,000	-	16,000	-
MariaMarina Foundation	93,998	-	77,118	16,880
<i><b>Other</b></i>				
4841 Trust	-	10,000	10,000	-
CMF Charitable Trust	2,000	2,000	4,000	-
David Family Foundation	-	5,000	5,000	-
Paul Bassham Charitable Trust	2,000	-	2,000	-
Esmée Fairbairn Foundation	19,874	-	19,874	-
Fidelity UK Foundation	22,719	14,000	36,719	-
Garfield Weston Foundation	-	30,000	30,000	-
Joseph Levy Foundation	-	20,000	20,000	-
The Leathersellers' Foundation	29,083	27,500	54,083	2,500
The Coutts Foundation	24,630	40,000	59,499	5,131
The Vintners' Foundation	-	5,000	5,000	-
Big Give	13,393	-	13,393	-
Tender Guardians	30,373	-	30,373	-
Nelsons Trust	-	5,000	-	5,000
<b>ADULTS (POST 16)</b>				
<i><b>Adults with Safeguarding Responsibility</b></i>				
City Bridge Trust	-	43,686	17,785	25,901
MOPAC	-	402,681	402,681	-
<i><b>Post-18 settings</b></i>				
Clifford Chance	30,946	25,000	23,393	32,553
	<u>£428,226</u>	<u>£1,531,067</u>	<u>£1,682,334</u>	<u>£276,959</u>

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**The CHILDREN & YOUNG PEOPLE programme**

***Healthy Relationships Programme (HR Programme)***

Reaching children and young people in primary, secondary, SEN schools across Greater London and the UK through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

***RE:SET***

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It supports schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

***Specialist Provision (SP)***

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

***Other***

Contribution to salaries and overheads as part of the HR and HR SP work.

**ADULTS (POST 16) & OTHER FUNDS**

***Adults with Safeguarding Responsibilities***

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

***Post-18 settings and Youth Board***

Working with further and higher education settings, including universities and conservatoires, to promote healthy cultures that challenge domestic and sexual violence and harassment. This is achieved through targeted training for student union officers, university societies, university staff and students; engaging with existing networks of support to increase efficacy of reporting routes.

The Youth Board comprises a group of young people aged 16 – 24 who are interested in the issue of domestic and sexual violence and wish to play a part in advocating for healthy relationships and supporting Tender in its core mission through participating in consultation sessions, creating and delivering campaigns and helping at events throughout the year including fundraising and media and communications

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**10. RESTRICTED FUNDS 2024**

B. At 31<sup>st</sup> March 2024

	At 1 April 2023 £	Income £	Expenses £	At 31 March 2024 £
<b>CHILDREN &amp; YOUNG PEOPLE</b>				
<b><i>Healthy Relationships Programme</i></b>				
The Olwyn Foundation	-	15,000	15,000	-
Paul Bassham CT	-	2,000	-	2,000
Scarabaeus	21,657	-	21,657	-
Clifford Chance Foundation	-	7,711	1,845	5,866
Lloyds Banking Group	146,894	-	146,894	-
MSCF	-	19,999	-	19,999
West Yorkshire Police	5,411	-	5,411	-
The Shears Foundation	10,000	-	10,000	-
<b><i>RE:SET</i></b>				
The Foux Foundation	10,000	10,000	10,000	10,000
JD Foundation	-	5,000	29	4,971
<b><i>Specialist Provision</i></b>				
John Lyons Charity	34,554	28,000	37,867	24,687
The Rayne Foundation	19,745	16,000	19,745	16,000
BBC Children in Need	5,527	-	5,527	-
CMF Charitable Trust	2,000	2,000	2,000	2,000
<b><i>Other</i></b>				
The Crucible Foundation	100,000	-	100,000	-
<b>ADULTS (POST 16) &amp; OTHER FUNDS</b>				
RBKC	-	6,446	6,446	-
MOPAC	86,639	976,726	985,678	77,687
Clifford Chance	27,508	25,000	21,562	30,946
London Youth – YISF	600	200	800	-
Maria Marina Foundation	100,369	80,000	86,371	93,998
Tender Guardians	41,137	50,000	60,764	30,373
Big Give	-	23,887	10,494	13,393
Fidelity UK Foundation	30,627	24,000	31,908	22,719
Esmée Fairbairn Foundation	-	60,000	40,126	19,874
The Garfield Weston Foundation	20,000	-	20,000	-
The Leathersellers' Foundation	25,000	25,000	20,917	29,083
The Coutts Foundation	5,854	44,000	25,224	24,630
	<u>£693,522</u>	<u>£1,420,969</u>	<u>£1,686,265</u>	<u>£428,226</u>

**The CHILDREN & YOUNG PEOPLE programme**

***Healthy Relationships Programme***

Reaching children and young people in primary, secondary, SEN schools across Greater London and the UK through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

***RE:SET***

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It support schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

***Specialist Provision***

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

***Other***

The Crucible Foundation - supports the Specialist Provision work and Healthy Relationships projects in Avon and Somerset

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**ADULTS (POST 16) & OTHER FUNDS**

**Adults with Safeguarding Responsibilities**

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

**Workplace Training**

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

**OTHER**

**RBKC** funded adult training in the Royal Borough of Kensington and Chelsea.

**MOPAC** continued to support the Whole-Community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities. New funding from MOPAC funded the following –

MOPAC (Ashiana) - Provision of service known as 'LOT 1 Girls & Young Women'.

MOPAC (Nurture UK) - Provision of service known as INCLUSIVE AND NURTURING SCHOOLS.

MOPAC (Toolkit) - provision of the VAWG Prevention Toolkit for Teachers Support.

**Clifford Chance** - continued to support the delivery of the Universities programme.

**London Youth - YISF** - supported Youth Board activities.

**MariaMarina Foundation** funded the specialist provision work and contributed to core costs.

**Tender Guardians** - supported the delivery of RESET and Specialist Provision programme.

**BigGive** campaigns promoted the Specialist Provisions programme including the Relationship Goals projects and Healthy Relationship Programme in London.

**Fidelity UK Foundation** funds the salaries of Tender's Research and Impact Manager.

**The Leathersellers' Foundation, The Garfield Weston Foundation, The Coutts Foundation, and the Esmée**

**Fairbairn Foundation** - contribute to core costs including salaries.

**11. UNRESTRICTED FUNDS**

A. At 31<sup>st</sup> March 2025

	At 1 April 2024 £	Income £	Expenses £	Transfer	At 31 March 2025 £
<b>Designated</b>					
Workplace Training	-	51,780	34,199	-	17,581
Landlark	7,624	12,000	18,456	-	1,168
HR Programmes	50,243	25,851	73,279	-	2,815
MAP	21,713	-	21,713	-	-
Tender Regional Development Fund	73,374	15,000	66,454	-	21,920
Core Costs	417,180	75,326	101,924	(99,740)	290,843
Designated Total	570,134	179,957	316,026	(99,740)	334,326
General Reserves	796,918	128,316	118,618	99,740	906,356
	£1,367,052	£308,274	£434,644	-	£1,240,682

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

Designated funds are earmarked for the following purposes:

<b>Workplace Training</b>	To complete the delivery of workplace training for corporate partners
<b>Landlark</b>	Continue delivery of Healthy Relationships projects in Cambridgeshire
<b>HR Programmes</b>	To complete delivery of Healthy Relationships projects in London & SE, East, North and West
<b>MAP</b>	Provision to deliver Healthy Relationships programme in Norwich.
<b>Tender Regional Development Fund</b>	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes outside of London.
<b>Core costs</b>	Provision towards senior management staff salaries and on-costs.
<b>Transfer</b>	£99,740 of designated core costs has been un-designated and transferred to the General Reserves.

B. At 31<sup>st</sup> March 2024

	<b>At 1 April 2023</b>	<b>Income</b>	<b>Expenses</b>	<b>Transfer</b>	<b>At 31 March 2024</b>
	£	£	£		£
<b>Designated</b>					
LBO Ealing	32,838	-	32,838	-	-
LBO Waltham Forest	11,192	-	11,192	-	-
Landlark	-	9,000	1,376	-	7,624
L&SE Projects	-	243	-	-	243
MAP	18,580	6,100	2,967	-	21,713
HR Programmes	-	50,000	-	-	50,000
Tender Regional Development Fund	99,630	75,000	101,256	-	73,374
Core Costs	292,107	10,000	45,921	160,994	417,180
Designated Total	<u>454,347</u>	<u>150,343</u>	<u>195,550</u>	<u>160,994</u>	<u>570,134</u>
General Reserves	725,155	362,421	129,664	(160,994)	796,918
	<u>£1,179,502</u>	<u>£512,764</u>	<u>£325,214</u>	<u>-</u>	<u>£1,367,052</u>

Designated funds are earmarked for the following purposes:

<b>LBO Ealing and Waltham Forest</b>	To complete the delivery of Healthy Relationships projects in the boroughs.
<b>Landlark</b>	To complete the delivery of Healthy Relationships projects in the boroughs.
<b>MAP</b>	Provision to deliver Healthy Relationships programme in Norwich.
<b>L&amp;SE Projects</b>	To finish delivery of HR paid project.
<b>Tender Regional Development Fund</b>	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes outside of London.
<b>Core costs</b>	Provision towards senior management staff salaries and on-costs.
<b>Transfer</b>	£160,994 of general reserves has been designated and transferred to the Core Cost fund.



**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**12. TAXATION**

Tender is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

**13. INCOME/EXPENDITURE**

Net income for the period is stated after charging:

	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Auditors' Remuneration	5,806	6,180
Depreciation	6,764	7,790
	<hr/>	<hr/>

**14. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS**

**A. At 31<sup>st</sup> March 2025**

	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Total £</b>
Unrestricted Funds	7,427	1,233,255	1,240,682
Restricted Funds	-	276,959	276,959
	<hr/>	<hr/>	<hr/>
	£7,427	£1,510,214	£1,517,641

**B. At 31<sup>st</sup> March 2024**

	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Total £</b>
Unrestricted Funds	12,305	1,354,747	1,367,052
Restricted Funds	-	428,226	428,226
	<hr/>	<hr/>	<hr/>
	£12,305	£1,782,973	£1,795,278

**15. RELATED PARTY TRANSACTIONS**

Total aggregate donations of £32,500 were made by the trustees during the year without conditions attached (2024: £30,000).

The Chair's daughter works as Tender's Projects Coordinator and facilitator and earned £13,322 during the year (2024: £4,075).

**16. OPERATING LEASE COMMITMENTS**

The charitable company operates from its premises on Holloway Road. The current rental agreement ends on 30th June 2025. Tender does not currently pay any rent due to an early cancellation of the original lease agreement ending in July 2028.

In addition, as at 31st March 2025, the charitable company was committed to a minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	<b>2025 £</b>	<b>2024 £</b>
Payable within one year	26,538	19,756
Payable in two to five years	13,012	14,656
	<hr/>	<hr/>
	£39,550	£34,412

**TENDER EDUCATION AND ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**17. ECONOMIC IMPACT**

The Trustees anticipate that the most recent elections and other significant economic factors will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the Charity can react to that impact. Based on this testing and their review of subsequent events in connection with the world economy, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.









# Trustee Report & Annual Accounts 2024-25

Final Audit Report

2025-07-17

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By:	Trupti Reddy (trupti@tender.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAKUhRQeMUNJo2mvDARHK-Tm5BWVWizrdV

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